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ABSTRACT

This report highlights the initiatives, activities, and accomplishments of the National Occupational Information Coordinating Committee (NOICC)/State Occupational Information Coordinating Committee (SOICC) Network during program year 1990--July 1, 1990-June 30, 1991. It begins with a description of NOICC and the NOICC/SOICC Network and the following network systems and programs: Occupational Information Systems (OIS), Career Information Delivery Systems, Improve Career Decision Making Program, National Career Development Guidelines, National Crosswalk Service Center, and NOICC Training Support Center. Network initiatives, activities, and accomplishments are categorized under NOICC OIS initiatives and programs, NOICC career information and career development programs, and communication and coordination. The report highlights completion of two major electronic database systems, Civilian Training Inventory and Civilian Occupational and Labor Market Information System, and significant strides toward finalizing two others, State Training Inventory and the Economic Development and Employer Planning System. Selected SOICC activities and projects to promote the use of occupational and career information and career development programs at the state level are summarized. A final section describes future activities. Other contents include the following: a financial report; exhibits of sources of funding, expenditures, and grants for state activities; lists of conferences and training programs, publications, and SOICCs; and NOICC enabling legislation. (YLB)

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National Occupational Information Coordinating Committee

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June 30, 1991

Status of the NOICC/SOICC Network

Administrative Report No. 17
December 1991

CE060271

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A Message from the Executive Director

In looking through this 1991 Status Report of the NOICC/SOICC Network, you will see how much our Network has accomplished this past year. Two of our database systems — Civilian Training Inventory and Civilian Occupational and Labor Market Information System — were completed, and significant work on two new systems — State Training Inventory and Economic Development and Employer Planning System — was accomplished. All four of these systems are based in part on NOICC's original Occupational Information System, and we're continuing to refine our basic system through our work in developing higher education units of analysis and the new OIS training project. We've taken important steps utilizing new technologies to reach new and broader audiences to provide training in the career development process and career information resources, including our satellite workshops that reached thousands of participants across the nation and the incorporation of an interactive video component into the new Improve Career Decision Making curriculum package.

The NOICC/SOICC Network has had many successes, and has had a tremendous impact on the coordination and delivery of important information and programs. As important as it is to take note of these achievements, we must focus our energies on the future. We must do what we can to help this nation meet the challenges of the workplace and the economy.

In developing our new long-range plan, which you will read about in this report, we have identified three issue areas where we believe we should be directing our energies and expertise.

The first concerns the need of adults for career information and career development programs. The American workplace is changing rapidly. New jobs require new skills, which require new training programs. The need for coordination and access to good information and effective programs is critical, not only for youth, but for adult workers as well. We must find ways to improve the access of adults to career information and career development programs. Working with our Federal and state partners, we will be developing a range of strategies to accomplish this.

We also are looking at developing new ways to assist those in our Network to share information about effective projects and programs. This will involve an increased role by NOICC and the Network in the dissemination of "best practices" among the states. Clearly there are many creative and exciting projects and initiatives going on in the states, and developing ways to share information about these activities will be an important part of our approach.

A third area of emphasis involves increasing the usefulness and application of occupational information in program planning under the Job Training Partnership Act, vocational education and other important programs. We're looking at ongoing assessment efforts within the states to determine which approaches seem to work best in support of program planning. We will be undertaking new Occupational Information System developments including, if appropriate, the redesign of the OIS. Increased training of program planners and administrators will undoubtedly be an important part of our effort.

As we take note of our accomplishments and successes in this 1991 Status Report, let us also look to the future. In our rapidly changing economy and workplace, occupational information and career development skills are becoming more and more critical. It is our challenge to help prepare our labor force, both now and in the future, by providing information and offering training in occupations and skills needed and required by the labor market.

I thank you for all your efforts to help this nation and its people reach their potential.

Juliette N. Lester

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The Technical Steering Group (TSG) consists of representatives of NOICC statutory members. It provides policy direction to NOICC staff.

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Foreword

This document is the twelfth annual report of the National Occupational Information Coordinating Committee (NOICC) and its Network of State Occupational Information Coordinating Committees (SOICCs).

This report highlights the initiatives, activities and accomplishments of the NOICC/ SOICC Network during Program Year 1990 — July 1, 1990 to June 30, 1991. It also reports on the status of state occupational and career information delivery systems in mid-1991 and highlights occupational and career information projects initiated by State Occupational Information Coordinating Committees.

Acknowledgments

This report was prepared for the National Occupational Information Coordinating Committee by Mary Margaret Walker, in cooperation with NOICC staff. The participation of SOICC Directors who provided information about occupational and career information projects at the state level is gratefully acknowledged as is the assistance of NOICC staff, especially Jim Woods.

NOICC & the NOICC/ SOICC Network

The National Occupational Information Coordinating Committee (NOICC) is a Federal interagency committee established by Congress to promote and coordinate the development and use of occupational, labor market and career information. Established in 1976, its statutory members now include representatives of 10 agencies in the U.S. Departments of Labor, Education, Commerce, Agriculture and Defense. The newest member, the Assistant Secretary for Postsecondary Education, was added to the statutory committee in 1991.

NOICC works at the state level through State Occupational Information Coordinating Committees (SOICCs). Together they form a nationwide Network that focuses on identifying and developing opportunities to enhance the use of occupational and career information. By law, SOICC committees are made up of representatives of state vocational education boards, vocational rehabilitation agencies, employment security agencies, job training coordinating councils and economic development agencies. Many SOICCs also include representatives of higher education and other state agencies.

The NOICC/SOICC Network seeks ways to improve communication and coordination among developers and users of occupational information, career information and career development programs. To accomplish this, NOICC helps states gather occupational, career and labor market information from a range of Federal and state sources to meet the widely varying needs of different groups for occupational information. These range from vocational education and employment and training managers who need broad, statistically based data to individuals who may need help in making career decisions. The range of the NOICC/SOICC effort is wide, and implementation in each state is on a project-specific basis within the framework of three-year strategic plans developed by each SOICC.

Together, NOICC and the SOICCs have developed information systems that provide program managers and planners with current local and statewide occupational information to use in making program decisions. The NOICC/SOICC Network also has developed systems and programs that meet the needs of students, graduates of higher education and individuals reentering the workforce to help them make career decisions.

The use of occupational information at the state level is encouraged in many ways. In most states, SOICCs have developed and implemented an Occupational Information System (OIS), typically a computerized database, and are now concentrating on enhancing its capabilities. SOICCs and other state agencies implement Career Information Delivery Systems (CIDS), computerized databases designed to be used by individuals. They also publish career information tabloid newspapers and occupational outlook reports, and sponsor job and career fairs and telephone hotlines that provide career information.

Leadership, funding and technical assistance is provided by NOICC to the SOICCs in a variety of ways. Financial support is provided through a Basic Assistance Grant program, which supports SOICC operations. Through a Special Purpose Grant program, SOICCs participate in projects that address the Network's national priorities. Technical support is provided on an ongoing basis through workshops, training and other special programs.

NOICC/SOICC Network Systems and Programs

Occupational Information Systems (OIS)

Working with the SOICCs, NOICC developed the concept and design for the widely used OIS — a computerized database system that combines multiple-source occupational and educational data that can be utilized in a variety of ways by state and local program planners but particularly to support decisions about training programs that should be offered. Each SOICC develops and implements a state-specific OIS, with financial and technical support from NOICC. Most states operate the Micro-OIS, a microcomputer-based system developed by NOICC.

Career Information Delivery Systems (CIDS)

The best known NOICC/SOICC career information program involves Career Information Delivery Systems (CIDS). These are computer-based systems that offer valuable assistance to those exploring career options and training, by matching their personal characteristics with compatible occupations. CIDS are located at more than 18,000 sites nationwide and are used by an estimated seven million people each year.

Improve Career Decision Making Program (ICDM)

ICDM is a training program that is designed to increase the use of labor market information by counselors and counselor educators. SOICCs implement the program on a project basis. More than 33,000 counselors and others have participated in ICDM since it began in 1981.

National Career Development Guidelines (NCDG)

Developed to help meet the need for national guidelines for developing and improving comprehensive career development programs, the Guidelines offer a framework for developing standards for competency-based programs.

National Crosswalk Service Center (NCSC)

The NCSC is a technical resource center for the Network that manages and provides products and services based on the NOICC Master Crosswalk, a computerized resource for cross-referencing and comparing occupational and educational data and other Federal resources of occupational and educational data.

NOICC Training Support Center (NTSC)

The NTSC coordinates training programs and conferences on a nationwide basis and provides the NOICC/SOICC Network with ongoing training capabilities, materials and a pool of experienced trainers and resource persons for its programs and conferences.

Network Linkages

NOICC has worked extensively with the Department of Defense to create new forms of linkages between military and civilian occupational information. NOICC also works with a wide range of organizations interested in occupational information, including the National Governors' Association, the Interstate Conference of Employment Security Agencies, the American Vocational Association, and the American Association for Counseling and Development, among others.

NOICC basic operations are supported by funds from the U.S. Departments of Labor and Education. NOICC and the SOICCs operate under the authority of the Job Training Partnership Act (JTPA) and the Carl D. Perkins Vocational and Applied Technology Education Act Amendments of 1990.

1991 NOICC/SOICC Network Highlights

State Training Inventory (STI)

The new State Training Inventory system was pilot tested in seven states during the year. A spinoff of NOICC's Civilian Training Inventory system and Economic Development and Employer Planning System, STI is a database system that contains lists of schools and the programs they offer by program name, geographic area and type of institution.

Economic Development and Employer Planning System (EDEPS)

Development of the Economic Development and Employer Planning System continued during Program Year 1990. This NOICC-initiated computerized database system is designed to address economic development information needs.

Higher Education Units of Analysis

NOICC continued to refine and restructure higher education units of analysis for use in Occupational Information Systems. The units are intended to provide a new source of information about the supply of workers in occupations that require preparation through higher education.

Occupational Information System (OIS) Training Package

NOICC began a project to develop an OIS training package that will identify new ways for the OIS to be used in human resources program planning.

Civilian Training Inventory (CIVTRAIN)

The NOICC/Naval Reserve CIVTRAIN project was expanded nationwide in PY 1990. CIVTRAIN, a database system developed by NOICC for the U.S. Naval Reserve, provides information about civilian education programs that can be used to train Navy personnel.

Civilian Occupational and Labor Market Information System (COLMIS)

Development of the Civilian Occupational and Labor Market Information System was completed during the year and COLMIS now is in operation at 22 military installations in seven states. A computerized information system developed for the U.S. Department of Labor Veterans' Employment and Training Service (VETS), COLMIS provides summary profiles of local labor markets.

Industry/Occupational Projections Conferences

NOICC conducted two technical conferences during PY 1990 that focused on industry/occupational projections and the use of the Micro-MATRIX processing system.

National Crosswalk Service Center (NCSC)

NCSC provided technical support for a wide range of NOICC projects during PY 1990, including the development of the higher education units of analysis; the revision of the vocational education units of analysis; and the extraction and reformatting of census information for use in the Micro-MATRIX system.

Career Information Delivery Systems (CIDS) Status Report

NOICC initiated a national project to document the status of state Career Information Delivery Systems.

Improve Career Decision Making (ICDM) Program

The ICDM curriculum training package was revised during PY 1990 and now includes a computer-managed, interactive video training module and improved linkages to the National Career Development Guidelines and Career Information Delivery Systems.

National Career Development Guidelines (NCDG)

More than 30 states were using NOICC's National Career Development Guidelines during PY 1990 to develop standards for career development and guidance programs.

Employee Career Development Project

Employee Career Development Project curriculum materials were pilot tested in three states and then underwent a final revision during the year. The project focuses on training counselors to help adults in the workplace make informed decisions about education and training.

Mid-Atlantic Conference on Networking for Career Development

NOICC cosponsored a second Mid-Atlantic Conference on networking for career development in Baltimore, Md., in November 1990.

Pre-Military Development Project

NOICC, the Department of Defense, the Mississippi SOICC and the University of Mississippi worked together during PY 1990 to develop and test a model program to assist disadvantaged youths and adults gain skills needed to qualify on the Armed Services Vocational Aptitude Battery (ASVAB).

Elementary Career Development Satellite Teleconference

NOICC supported a career development workshop by satellite in November 1990, in which an estimated 4,000 elementary counselors, administrators, teachers, parents and community leaders were trained in career development concepts and techniques.

Video Career Development Training Packages

Based on its satellite workshops, NOICC developed video career development training packages for elementary and high school counselors, teachers, administrators and parents.

14th Annual National SOICC Conference

Held in Albany, N.Y., in July 1991, the 14th Annual National SOICC Conference focused on the theme "Workers and Workplaces: Diversity, Challenge, Excellence!"

1991 NOICC Recognition Awards

SOICC Directors in Missouri, Georgia, Texas and Maryland were the recipients of the 1991 NOICC Recognition Awards, presented at the 14th Annual National SOICC Conference.

Occasional Papers Series

NOICC launched a new Occasional Papers Series in PY 1990 as a means of providing the Network with information about important innovations and issues related to occupational information, career information and career development services and products.

The Network in 1991

NOICC OIS Initiatives & Programs

State Training Inventory (STI)

The new State Training Inventory system was tested in a variety of settings in seven northeastern states during the year, including schools, colleges, employment and training agencies, libraries and state agencies. The system, a computerized database system that contains lists of schools and the programs they offer, can be accessed by program name, geographic area and type of institution. A new component that permits searches by occupational title will be added later in the year. NOICC plans a distribution of the STI system to all SOICCs in the spring of 1992.

Economic Development and Employer Planning System (EDEPS)

Development of the EDEPS system continued during PY 1990 by a project team consisting of a consortium of SOICCs from Pennsylvania, Ohio and New Jersey. Initiated by NOICC in 1989, the EDEPS system is designed to address information needs across the spectrum of economic development. An analytical tool for business and economic planners, EDEPS provides national, state and local data in an integrated format to facilitate the analysis of economic health, industry performance, population trends, income characteristics and market potential. During the year, a series of modules for the system's software were developed, including industry trends and industry/occupation patterns; labor force characteristics, education and training institutions according to training and geographic area; and profiles of development assistance programs, industrial parks, community infrastructures and industrial buildings. The remaining modules will be completed by the end of November 1991. The system will be tested in Utah and Connecticut in addition to Pennsylvania, Ohio and New Jersey from January to July of 1992. EDEPS will be available to the rest of the states by December 1992.

Civilian Training Inventory (CIVTRAIN)

The NOICC/Naval Reserve CIVTRAIN project was expanded nationwide in PY 1990 to all 254 U.S. Naval Reserve Centers in 50 states. The CIVTRAIN database now includes information on 70,000 educational programs at 11,000 community colleges, four-year colleges, private technical schools, secondary vocational centers and hospitals. The database was compiled by SOICCs in each state in conjunction with state education agencies. The microcomputer-based data system is designed to provide Naval Reserve training officers with information about civilian educational programs that can be used to train Reserve personnel. The system was developed, tested and implemented by NOICC, with funding from the U.S. Naval Reserve.

Higher Education Units of Analysis

With review and feedback from experts and staff at the Department of Education and the Bureau of Labor Statistics, activities continued during the year to refine and restructure higher education units of analysis for use in Occupational Information Systems. NOICC staff focused on technical issues inherent in clustering occupations with college-level and graduate education programs. The principles for relating educational programs to occupations vary, depending upon which of three basic categories the programs fall into:

1) those that function as almost exclusive ports of entry to certain professional and/or licensed occupations, such as in medicine, law or engineering;

2) programs that provide closely related preparation but are not the sole route to specific occupations, for example, business management; and

3) programs that provide advanced skills and abilities not associated with a discrete group of occupations, for example, undergraduate degrees in liberal arts or humanities majors, where degree recipients tend to specialize in an occupation based on subsequent work experience and additional education or training.

NOICC plans to distribute the higher education units of analysis to the SOICCs by the end of 1991.

OIS Training Package

NOICC is in the process of developing an OIS training package that explores ways the OIS can be used in human resources program planning. The package will include an outline of how information can be used in the planning process using an OIS to identify labor market needs that examines data on industries, as well as occupations and education and training programs. The process is designed to be entered at different points depending on the user application, i.e., evaluating an existing program or identifying occupations with good employment prospects for developing new user training, OJT contracts or job placement efforts.

The package also will include case studies that focus on a range of applications. These include using the OIS to analyze the available supply of workers for use in economic development planning, in industry analysis for Employment Service and JTPA uses, in JTPA training program review, in investigating the need for new vocational education programs and assessing existing programs, and for uses in vocational rehabilitation.

National Crosswalk Service Center (NCSC)

NCSC provided technical support for a wide range of NOICC projects during PY 1990. It worked with NOICC in the development of the higher education units of analysis and the revision of the vocational education units and reformatted the American Medical Association's hospital training database for use with the CIVTRAIN system. NCSC staff served on the technical advisory group for the Economic Development and Employer Planning System and furnished several files dealing with Classification of Instructional Programs definitions, Standard Industrial Classification titles and definitions and geography. They also extracted census information and reformatted it for use in the Micro-MATRIX System, a microcomputer-based system used by most states to develop occupational projections.

Increasingly, NCSC is serving as a clearinghouse for information available from the Federal government for possible inclusion in Occupational Information Systems, and it recently distributed files to SOICCs on military separatees and apprenticeship program enrollments and completions. In response to user requests, NCSC translated most of the *Occupational Outlook Handbook* into microcomputer files and extracted additional types of information from the Integrated Postsecondary Educational Data System (IPEDS) files.

NCSC is beginning a major project to update the NOICC Master Crosswalk, by incorporating recent changes in two major classification systems. The result of this effort will be a system that reflects the additions and changes in the Revised 4th Edition of the Dictionary of Occupational Titles (DOT), including 208 deletions, 844 new occupations and significant changes in 1,609 current occupational listings. The updated Crosswalk also will contain the changes in the 1990 Classification of Instructional Programs (CIP), which deleted more than 300 programs and added almost as many new ones in other areas. In addition, NCSC and NOICC will be working on a major project to update units of analysis for OIS and CIDS programs, incorporating the 1990 CIP codes.

NCSC operates an electronic bulletin board service that permits users to obtain selected files and communicate with NCSC staff on a 24-hour basis. The bulletin board service also provides users with more direct access to NCSC files and allows NCSC staff to concentrate on complex requests and information development.

The National Crosswalk Service Center, which is funded through a competitive three-year grant, is operated by the Iowa SOICC. NCSC provides data processing, database management and technical assistance in using the NOICC Master Crosswalk, a computerized database that facilitates linkages among the major Federal occupational and educational classification systems, and other occupational databases.

Industry/Occupational Projections Conferences

NOICC supported two technical conferences during PY 1990, focusing on the development of industry/occupational projections and the use of the Micro-MATRIX processing system. The five-day conferences were held in San Diego, Calif., in January 1991 and in St. Petersburg, Fla., in February, and were attended by 87 persons from 40 states.

NOICC Career Information & Career Development Programs

Career Information Delivery Systems (CIDS) Status Report

In PY 1990, NOICC initiated a national project to document the status of state Career Information Delivery Systems. The project is designed to provide information about state CIDS programs nationally, including database structures, sources of data and organization of information. The report also will focus on the delivery of information, including delivery media, users and user sites, and training support. The report will cover how CIDS programs are being integrated with other NOICC/SOICC programs such as the National Career Development Guidelines, Improve Career Decision Making training and SOICC career tabloid newspapers. The project is being handled by the Nevada SOICC with a grant from NOICC. The CIDS Status Report will be distributed to a variety of groups to improve awareness of career information and to promote the use of state CIDS programs in career development and information services.

Improve Career Decision Making (ICDM)

A major revision of the ICDM curriculum training package was achieved during PY 1990 through a competitive grant awarded to the Wisconsin SOICC. The training package includes a computer-managed, interactive video training module; improved linkages to the National Career Development Guidelines and Career Information Delivery Systems; and a focus on addressing special needs populations. The new curriculum package also consists of an updated "Trainers Manual" and "Participants Guide." The revised ICDM curriculum materials will be published and available for use in PY 1991.

At the state level, 31 SOICCs conducted ICDM inservice workshops during the year. Approximately 2,040 counselors attended workshops conducted by 21 of the SOICCs, according to early reports. Through the ICDM program counselors are trained to use labor market and occupational information to help individuals make informed decisions about occupations and careers. The program targets practicing counselors through inservice workshops and reaches graduate counseling students through counselor educator seminars.

National Career Development Guidelines (NCDG)

More than 30 states were using NOICC's National Career Development Guidelines during PY 1990 to develop standards for career development and guidance programs. At the national level, activities focused on distributing materials to states and local organizations, providing training in the use of the Guidelines, and supporting implementation of the Guidelines with information and technical assistance. Seed grants were provided by NOICC to an additional seven states, raising to 27 the total number of states using NOICC grants to develop and implement programs. In addition, the National Career Development Guidelines Training Cadre of 18 professional development experts conducted team training for new grant states, implementation workshops for states, and workshops at professional conferences. Their activities focused on integrating the Guidelines with ICDM training, placing articles in state guidance publications, and integrating the Guidelines into preservice counselor education programs.

Future activities include an updating of program profiles that were developed by the grant states and originally published in the *State Resource Handbook*. This will provide new information about state level activities and types of local program models being developed. The Guidelines identify the desired outcomes of comprehensive career guidance

States Implementing National Career Development Guidelines

Alaska	New Mexico
California	New Jersey
Colorado	North Carolina
Connecticut	North Dakota
Florida	Oklahoma
Idaho	Oregon
Iowa	Pennsylvania
Kansas	South Carolina
Michigan	Utah
Minnesota	Virginia
Mississippi	West Virginia
Missouri	Washington
Nebraska	Wisconsin
New Hampshire	

Note:
These states have received NOICC grants. Several other states are implementing the Guidelines using local, state and other Federal funds.

programs at each developmental level, including elementary, middle school, secondary, postsecondary and adult, and list the competencies that individuals should gain, as well as indicators that these competencies have been attained. The Guidelines also identify personal requirements and competencies that career development professionals need and the organizational capabilities necessary to provide good programs.

Civilian Occupational and Labor Market Information System (COLMIS)

Development of the Civilian Occupational and Labor Market Information System was completed during the year by a team of national and state agencies. COLMIS now is in operation at 22 military installations in seven states at Army, Air Force, Marine and Navy facilities. NOICC and the Interstate Conference of Employment Security Agencies plan to update the COLMIS database and, with the Departments of Labor and Defense, distribute it in three forms:

1) COLMIS PC-Software,

2) As a component of the U.S. Employment Service Automated Labor Exchange used by a number of State Employment Services offices, and

3) As a component of the Department of Defense's Transition Opportunity System to be used on military bases.

COLMIS is a computerized information system developed for the U.S. Department of Labor Veterans' Employment and Training Service (VETS). It provides summary profiles of local labor markets and serves as the agency's information resource to assist service members entering civilian life.

Employee Career Development Project

Curriculum materials for the Employee Career Development Project underwent a final revision after being pilot tested in three states during the year. The project focuses on training counselors at educational institutions, adult employment and training services organizations, and in human resources divisions of private companies. Its purpose is to help adults in the workplace make informed decisions about education and training. The materials consist of two manuals: one outlining the career development process, and the other focusing on developing and implementing training workshops for counselors. The full program package will be available to SOICCs beginning in PY 1991. PAVE, The Employment Foundation, has been working with NOICC on the project.

Mid-Atlantic Conference on Networking for Career Development

NOICC cosponsored a second Mid-Atlantic Conference on networking for career development in November 1990. The conference, "Networking for Career Development: A Global Perspective," held in Baltimore, Md., was attended by career development professionals from Delaware, Maryland, Pennsylvania, New Jersey, Virginia, West Virginia and the District of Columbia. The conference featured John Lawrence, Principal Technical Advisor, United Nations; Nancy Schlossberg, Professor, College of Education, University of Maryland, College Park; Niambi Webster, Director, College of Minority and International Affairs, Skidmore College; and Samuel Halperin, Study Director, "The Forgotten Half: Final Report," William T. Grant Foundation.

Pre-Military Development Project

NOICC worked with the Department of Defense (DoD), the Mississippi SOICC and the University of Mississippi to develop and test a model program to help disadvantaged youths and adults gain the skills needed to qualify on the Armed Services Vocational Aptitude Battery (ASVAB)

and to enter the military services. One hundred and seventy one individuals participated in the pilot program at locations throughout Mississippi. The project also included the development of a manual entitled "A Plan to Implement a Pre-Military Development Program." The project has been funded by DoD for another year.

New Technology Initiatives

NOICC continued utilizing new technologies to reach wider audiences with its career information and career development programs, including distance-learning satellite teleconferences, video training packages and CIDS enhancements.

■ Elementary Career Development Satellite Teleconference

An estimated 4,000 elementary counselors, administrators, teachers, parents and community leaders participated in a NOICC-supported career development satellite workshop November 1990, in Baltimore, Md. The telecast, "Foundations... For the Future: Introduction to Career Development," was developed and funded by NOICC with the Satellite Educational Resources Consortium (SERC). The workshop was beamed by satellite to more than 350 sites in 26 states. The project was coordinated in each state by the SOICC and the State Guidance Supervisor working with each State SERC Instructional Advisory Council Representative. Workshop materials were competency-based and linked to the National Career Development Guidelines.

■ Video Career Development Training Packages

NOICC developed two career development training packages for elementary and high school counselors, teachers, administrators and parents called "Designing the Future: An Introduction to Career Development at the High School Level" and "Foundations for the Future: An Introduction to Career Development at the Elementary Level."

The packages are based on the two career development satellite teleconferences developed and supported by NOICC in 1990, including the high-school level Midlands Consortium workshop telecast and the elementary-school level SERC workshop telecast. They include videos, publications, workshop outlines and activity sheets for career development workshops, and are available through the ACE Distribution Service at Kansas State University.

■ Audiovisual CIDS Enhancements (ACE) Consortium

New video releases by the Audiovisual CIDS Enhancements (ACE) Consortium in PY 1990 include a revised version of "Pathways," an elementary career development videotape; "Profiles," a high school video series on the highest demand and largest growth occupations of the 1990's; and "Designing the Future" and "Foundations for the Future," two video training packages featuring school-based career development workshops for teachers, counselors, administrators, parents and community leaders. The ACE Consortium continues to promote and disseminate other video products, including "It's a New World" for the middle school audience, and "Kaleidoscope of Careers" and "Employability Skills Series" for high school audiences and beyond. A collaborative project of SOICCs in Colorado, Kansas, North Carolina, Oklahoma, South Carolina, West Virginia and Wisconsin, the ACE Consortium develops and distributes audiovisual enhancements and curriculum materials supporting Career Information Delivery System development programs. All the products are linked to competencies identified by the National Career Development Guidelines and are distributed in the public sector by the ACE Distribution Service at Kansas State University. The products also are available through private sector vendors. Technical assistance is provided to the Consortium by NOICC, when requested.

Communication & Coordination

14th Annual National SOICC Conference

The 14th Annual National SOICC Conference, based on the theme "Workers and Workplaces: Diversity, Challenge, Excellence!," was held in Albany, N.Y., in July 1991. The conference was hosted by the New York SOICC headed by Executive Director David J. Nyhan. The three-day conference featured a range of workplace-related issues. Keynote speakers included Ira Magaziner, co-chair of the Commission on the Skills of the American Workforce and co-author of the commission's report, *America's Choice: High Skills or Low Wages!*; Nell Carney, Commissioner of the Rehabilitation Services Administration, U.S. Department of Education; Daniel M. Ogden, Jr., a trainer specializing in public policy; and Crystal Kuykendall, an internationally recognized human relations expert in problem resolution.

1991 NOICC Recognition Awards

SOICC Directors in Missouri, Georgia, Texas and Maryland were the recipients of the 1991 NOICC Recognition Awards, presented by NOICC Executive Director Juliette N. Lester at the 14th Annual National SOICC Conference. The awards are presented each year to recognize individuals in the NOICC/SOICC Network for their efforts and their achievements in the areas of information for program planning and career development. The 1991 NOICC Recognition Awards went to the following individuals:

Kay Raithel, Executive Director of the Missouri SOICC, for NOICC/SOICC Network Leadership. Raithel has been one of the driving forces on a number of NOICC's national initiatives since the outset of the Network. She directed one of the first efforts to establish an Occupational Information System and has been an active player in providing input to the Advisory Panel on the Dictionary of Occupational Titles, highlighting its value and relationship to the NOICC/SOICC Network.

Clifford Granger, Executive Director of the Georgia SOICC, for Innovative Ideas and Activities in Support of the NOICC/SOICC Mission. Granger was honored for his role in working with a state group to assist displaced workers in Georgia. He used Georgia's Occupational Information System and the Georgia Career Information System to give displaced workers an overview of the labor market situation in their region and help them develop self-assessment skills.

Richard Froeschle, Executive Director of the Texas SOICC, and *John Romanek, Labor Market Information Projects Director (Texas SOICC)*, for Special Achievement in the Development and Delivery of Information for Program Planners and Administrators. Froeschle and Romanek were cited for their creativity and innovation in developing SOCRATES, a system for analyzing regional employment trends which supports a comprehensive and indepth planning process that focuses on the assessment of local labor market needs. They then expanded the SOCRATES system by adding new modules that allow the process supported by the system to go beyond the analysis of employment projections data and institutional supply to include a variety of other types of labor market information and sophisticated analytical tools.

Jasmin Duckett, Coordinator of the Maryland SOICC, for Special Achievement in the Development and Delivery of Career Information. Under Duckett's leadership, the Maryland SOICC initiated VISIONS, a new computerized career information delivery system, and provided inservice training on the system in the 24 state districts. To emphasize the importance of career development in Maryland, Duckett developed the Maryland SOICC Career Awards and saw to it that the awards

program became part of the annual recognition program of Maryland's primary professional counseling association.

Hugo Soll, Manager of the Arizona OIS, and *Angeleen Hunter, Assistant Director of the South Carolina SOICC,* for Outstanding SOICC Staff Member. Soll was honored for his work on the Arizona OIS, which has made it one of the most comprehensive occupational information systems in the country. Hunter was cited for playing an important role in promoting the use of occupational data in South Carolina's vocational planning process.

The 1991 Contributor's Award in Recognition of Significant Contributions to the Goals of the NOICC/SOICC Network went to *Eleanor Morgenthau, President of Directions,* and *Karen Wempen, Member of the Illinois SOICC.* Morgenthau was honored for her contributions to occupational information research and development, and for contributions to the NOICC/SOICC Network as a cross-code expert on projects covering the relationships of higher education programs to civilian training programs and occupations. As a member of the Illinois SOICC, Wempen has been an active participant in the Annual National SOICC Conference for many years. As a result of her influence, the Illinois Department of Rehabilitation Services became the first Illinois Committee member agency to purchase microcomputers for all local offices, enabling counselors to use the statewide Career Information Delivery System and other SOICC systems in their work. That project made voice synthesizers, enlarged print software and braille materials available on each computer to assist the visually impaired, and adapted the QUEST video to assist the hearing impaired.

NOICC Training Support Center

The NOICC Training Support Center provided logistical planning for the 14th Annual National SOICC Conference, held in Albany, N.Y., in July 1991. NTSC also worked with NOICC on the development and testing of the new Occupational Information System training package; disseminated National Career Development Guidelines products; and continued to provide the NOICC/SOICC Network with ongoing training capabilities, materials and a pool of trainers and resource persons for its programs and conferences. Program Year 1990 marked the third year of NOICC support for NTSC, which is funded through a competitive three-year grant. In PY 1990, NTSC consisted of the Oregon SOICC, Oregon State University's Office of Continuing Higher Education and the Northwest Regional Educational Laboratory. In late PY 1990, NOICC announced a scheduled request for proposals for continuation of NTSC through a new competitive, three-year grant. In early PY 1991, the new NTSC grant was awarded to the Oklahoma SOICC.

NOICC Public Information

NOICC's public information program is designed to keep target audiences informed about NOICC and NOICC/SOICC Network programs and activities that enhance the use of occupational information and career development programs. As a result of this effort, NOICC's CIVTRAIN, COLMIS, EDEPS and STI projects were publicized in *Employment and Training Reporter, Vocational Training News, ACSCI Newsletter* and other publications. Information about NOICC's satellite career development training workshops and training videos was published in *AACD Guidepost, AVA Guidance Newsletter*

and many other publications reaching the education and counseling communities.

NOICC's Executive Director and staff participated in numerous conferences and meetings informing participants of NOICC/SOICC activities and programs, including SOICC regional conferences and conferences of the Interstate Conference of Employment Security Agencies, the National Governors' Association, the National Career Development Association, the American School Counselor Association, the American Association of Counseling and Development, the Association of Counselor Education Supervision, the American Vocational Association, the American Evaluation Association, the State Directors of Vocational Education and the National Alliance of Business as well as the 8th Annual Hawaii Career Development Association Conference.

On the international side, NOICC hosted visitors from Hungary, Poland, Korea and the United Kingdom and participated in the International Round Table for the Advancement of Counseling in Oporto, Portugal, and a workshop on The Netherland's interactive curriculum information system in Enschede, The Netherlands.

Occasional Papers Series

NOICC's new Occasional Papers Series, launched in PY 1990, provides the Network with another means of sharing information about important innovations and issues related to occupational information, career information and career development services and products. NOICC plans to issue approximately three papers per year. The papers are published and disseminated through the NOICC Training Support Center.

The first paper released in PY 1990 was *Occupational Information and International Development: Improving HRD Diagnostics*, which explores the relevance of the NOICC/SOICC Network to human resource development in international settings. The paper was authored by John Lawrence of the United Nations Development Program.

The second paper, *An Appraisal of NOICC/SOICC Needs from the 1990 Decennial Census*, by Richard E. Dempsy, focuses on a variety of census information that may be useful to the Network, including data to support the development of state and local projections.

The third paper, *The National Career Development Guidelines: Progress and Possibilities*, consists of sections by three authors: Juliet V. Miller, Jane Goodman and Brooke Collison, and it includes an introduction by Mary Beth McCormac. The Guidelines represent a major nationwide initiative to foster career development at all levels, and they offer a blueprint for building competency-based career guidance and counseling programs. This paper looks at lessons from the local pilot sites that implemented the Guidelines, at career development for adults, and at how the Guidelines link to existing and emerging educational priorities.

SOICC Initiatives & Projects

SOICCs are continuing and expanding their efforts to promote the use of occupational and career information and career development programs in their states. The following are summaries of selected SOICC activities and projects during PY 1990. Not all SOICCs are listed.

Alabama

The Alabama CIDS now offers the Guidance Information System (GIS) program at 535 sites in the state. Recent enhancements include a Job Bank database, updated weekly with Employment Service listings, and a file that lists student financial aid opportunities in the state.

The ACE Consortium videotapes "Picking Your Path," "It's A New World," and "Kaleidoscope of Careers," are available from the Alabama SOICC to those within the state who send in blank tapes for duplication. Inspired by the Maine SOICC, the Alabama SOICC had its "ABC's of the World of Work" flash cards copied in black and white and distributed to elementary schools, including special education classes. An additional 1,000 copies have been printed for further distribution. Other printed materials include the index-card-size "Job Tips," which offers helpful hints for job-seeking, and a bookmark that lists the primary CIDS files.

Alabama also has developed Occupational Information System software that brings up the state map onto a computer screen and allows the user to target groups within the state simply by inserting data for a selected geographic area. The program can be adapted to any state.

Arizona

The Arizona SOICC's Occupational Information System continues to expand as the basic CIDS for schools, with 75 user sites added in PY 1990, bringing the state's total number of CIDS sites close to 200. Significant modifications have been made to the OIS Individualized Vocational Education Plan (IVEP) module, so that in addition to generating teacher IVEP and 40-day, 100-day and year-end state reports, it also produces reports in areas of concern regarding the Carl Perkins Vocational and Applied Technology Education Act Amendments of 1990. The 1991 Micro-OIS, which was introduced during the summer, includes new enhancements such as an improved Standard Occupational Classification (SOC) Career Profile module containing information about education and training requirements. The Arizona Micro-OIS index also has been expanded and now will permit accessing by DOT occupational classifications.

Arkansas

Arkansas developed its first career tabloid in PY 1990. Distributed in March, 50,000 copies went to junior and senior high schools, vocational education institutions, community and four-year colleges and SOICC-affiliated public agencies. Arkansas plans to double tabloid circulation next year.

California

The California SOICC completed the first year of a two-year field test of the California Cooperative Occupational Information System (CCOIS) in Fresno, San Diego and San Mateo. The CCOIS coordinates resources from state and local agencies to provide supply, demand and follow-up information in 39 labor market areas across the state. During the first year, pilot sites collected occupational characteristics data, coordinated collection of local training supply data, developed local training directories, and produced local supply-demand reports. During the second year, the California SOICC will modify the system and add a fourth test site in Sacramento/Yolo County.

Colorado

Through the state's Department of Labor, the Colorado SOICC initiated a salary survey that will be incorporated into the OIS. It also updated the Micro-OIS to include multicounty projections, and published the *Colorado Occupational Outlook and Training Handbook*, which includes training programs and sites across the state. For the first time in eight years, the Colorado SOICC published a career tabloid, aimed at high school students. About 400,000 copies were distributed statewide. The tabloid was written and produced by *The Denver Post*, which funded the effort with several state agencies.

Connecticut

The Connecticut SOICC implemented the National Career Development Guidelines in PY 1990, with workshops in more than 45 schools across the state. The SOICC also developed an eight-page career tabloid targeting seventh graders, assisted by an advisory board of some of the counselors who participated in the Guidelines workshops.

Delaware

The Delaware SOICC trained state Department of Labor Placement and Training staff, using ICDM curriculum. The SOICC also published its second career tabloid aimed primarily at high school students. "Career Compass" was distributed to career counselors, teachers, adult education facilities, colleges, universities and libraries. A special section of the tabloid reviewed state labor laws that apply to teens.

District of Columbia

The District of Columbia SOICC joined with SOICCs in Maryland, Virginia and West Virginia to create a regional publication that encourages networking among agencies within the three states and the nation's capital. The four SOICCs also are developing a career tabloid that will focus on job and career opportunities in the greater Washington metropolitan area, to accommodate the many people who cross state lines to work.

A SOICC elementary school career development program in the District of Columbia headed into its second year as curriculum materials were developed to accompany the "Picking Your Path" video. National Career Development Guidelines were implemented in District public schools for the first time in PY 1990.

Florida

In PY 1990, Florida published a "Catalogue of Regulated Occupations" that noted state licensing requirements and registration fees for 140 different occupations, as well as a "Dictionary of Occupational Programs" describing skills, student enrollment levels and population demographics. Florida also has integrated a new enhancement into the online OIS, an automatic planning component that gives employment/unemployment rates across the state.

The Florida SOICC's quarterly newsletter received an honorable mention from the Interstate Conference of Employment Security Agencies as one of five top quarterlies nationwide.

Georgia

The Georgia SOICC updated its OIS, added new data, and expanded the CIDS to more than 400 new locations. The CIDS is now in all Job Services offices, as well as vocational rehabilitation centers, high schools, colleges and state Labor Department offices. When a major airline based in the state declared bankruptcy, the SOICC loaded the CIDS onto two computers and sent them to the airline service centers to help the newly unemployed discover what skills they might be able to transfer to other occupations.

Georgia's career tabloid came out in January with an initial printing of 100,000 copies. This year, it targeted tenth graders, next year's tabloid will be aimed at eighth graders.

Hawaii

The Hawaii SOICC installed a supply-demand OIS database on its videotext systems, which presents the information in a format similar to an electronic bulletin board. Hard copy OIS reports were improved by using a desktop publishing program to make them more attractive and easier to read. A new Hawaii SOICC publication, "Hiring the Disabled," used Vocational Rehabilitation Division data to identify occupations that individuals with specific disabilities could perform, by relating the job titles of currently employed disabled persons to their disability.

The SOICC also used the National Career Development Guidelines to look at all the career development programs in the state and to produce an information/resource matrix showing what each program is doing, and how. This will serve as a resource for state career counselors.

Idaho

The Idaho SOICC initiated an elementary school career awareness program in PY 1990 with project materials for grades four through six, including flash cards, a teacher's guide and printed occupational information. They also published four booklets: "Occupations in Idaho," "Education Programs for Study and Training," "Idaho School Information," and "National Financial Aid." A dozen pilot sites were established and a dozen more added during the year to offer career guidance statewide.

Illinois

The Illinois SOICC completed assessment of its OIS training materials and its "Horizons for Information" video. The OIS, enhanced with enlarged print and voice-synthesizer capabilities, was made available to counselors in the state's Department of Rehabilitative Services. A bibliography of articles on educational training issues was developed for OIS clusters. The SOICC also developed historical supply trends from the mid-1980s to the present to project current occupation trends.

Indiana

The Indiana SOICC got its CIDS off the ground using Choices software in 150 sites across the state. Eight training sessions helped implement the system. The SOICC also developed a career information newsletter, and worked with other state agencies to develop a new division that will help coordinate agency services. In addition, it also worked with the Indiana College Placement and Assessment Center and groups of eighth graders to improve postsecondary education participation.

Iowa

In PY 1990, Iowa got its statewide CIDS underway with pilot-testing in nine school sites, three JTPA offices and two Job Services offices. More than a dozen awareness training sessions were conducted. "Iowa's Jobs and Careers" was printed in booklet form instead of the standard tabloid format, and had a print run of 38,000 copies. The Iowa SOICC continued to operate the National Crosswalk Service Center, and became official manager of the statewide CIDS on July 1, 1991.

Kansas

The Kansas SOICC piloted National Career Development Guidelines at special education sites, completed its participation in CIVTRAIN, and added extra software programming to its own OIS. They circulated 1,500 "Supply and Demand" publications, as well as a career tabloid, "Kansas Careers." Along with a Labor Market Services unit, the Kansas SOICC sponsored a new comparative wage survey that produced wage data and experience levels for 500 different occupations. For CIDS, they developed econometric software to combine job openings and training data. The Kansas SOICC published "Kansas Career Directions," and distributed 30,000 copies to high school students across the state.

Kentucky

The Kentucky SOICC put together a program to assist welfare reform initiatives in the state. The program emphasizes job and career transition opportunities and the development of basic skills. A new database combines employment opportunities in each region of the state, as well as statewide, with training opportunities in state educational institutions. In addition, the Kentucky SOICC worked with eight other state agencies to create a one-stop assessment center for the JTPA dislocated workers program.

Louisiana

Louisiana published its annual "Career Guide" and a "Job Seekers Guide," which was so popular it had to be reprinted three times. The SOICC provided Micro-OIS supply/demand statistics in printed form and plans to provide the information on floppy disks next year. Two newsletters were produced on careers in the medical and allied health fields, including job titles and salary ranges for each major city in the state. A job fair in Baton Rouge attracted students from 11 high schools and gave the Louisiana SOICC a chance to interact with more than 1,600 eleventh graders.

Maine

In PY 1990, the Maine SOICC hosted its annual Career Information Conference, attracting guidance counselors, teachers, school superintendents, private counselors, job training service staffers, co-op education professionals and technical college counselors. The SOICC and the state Bureau of Secondary Adult Education developed "The Maine Guide," a career guide curriculum for all ages. The section on "Building Blocks for Career Development" is aimed at K-12, while adults are addressed in "Career Transitions for Adults." The curriculum contains hands-on activities that can be directed by teachers and guidance counselors. The Maine Occupational Information Coordinating Committee (MOICC) Resource Center published a series of booklets: "Career Perspectives," "Job Keeping Skills,"

"Job Seeking Skills," and "Fundamentals for Decision Making," for teenagers and adults in job transition.

Maryland

The Maryland SOICC hosted the regional career networking conference, completed its CIDS training inventory, and held several ICDM workshops. CIDS were delivered to more than 215 sites throughout the state. Maryland also sponsored the Third Annual Maryland Occupational Information Coordinating Committee (MOICC) Career Awards program.

Massachusetts

Massachusetts participated with several other New England states in NOICC's State Training Inventory project. Through this offshoot of CIVTRAIN, information on occupational training was collected and a database developed that lists not only institutions that offer training, including community colleges and hospitals, but specific courses as well.

A special conference on how to handle career counseling during an economic downturn attracted 85 participants. A similar conference is planned for PY 1991. Publications included the third edition of the Massachusetts's "Job Guide" for counselors and job placement people, as well as updated versions of the "Directory of Licensed Occupations" and "Careers in High Technology."

Michigan

The Michigan SOICC held four labor market information workshops that attracted 120 participants in PY 1990. Participants were surveyed on the importance of labor market information in their work and how well its application is covered in their professional education. Another survey of counselor educators discovered that materials were not available for providing hands-on experience using labor market information in the classroom. As a result, follow-up activities have been planned to provide ICDM training materials, as well as current career and labor market information resources. A week-long graduate course using ICDM materials also has been instituted at Eastern Michigan University, Michigan State University, Central Michigan University and Wayne State University.

Michigan's career tabloid came out in the fall. Its 48 pages contain career tables, programs, financial aid information and worksheets that permit an interest cluster approach to exploring occupations. More than 450,000 copies were distributed statewide.

Mississippi

Mississippi continued its work on the Pre-Military Development Planning project to develop methods to improve scores on the Armed Services Vocational Aptitude Battery (ASVAB). A planning module was created in PY 1990, which will be implemented in PY 1991.

Missouri

In PY 1990, the Missouri SOICC significantly increased the amount of state-specific data in the MO-CHOICES system by taking wage surveys in state and substate areas and revising both employment outlook factors and information about school and training facilities in the state. A revision of the Micro-OIS software made it more user-friendly with the introduction of drop-down menus.

The first edition of the "Missouri Career Guide" had a print run of 220,000 copies and went out to all Missouri Occupational Information Coordinating Committee (MOICC) member agencies and high schools in the state. It also was used in the dislocated worker program and in vocational rehabilitation offices, in addition to Job Services offices.

Montana

Montana published its first career tabloid, the "Big Sky Career Guide," in PY 1990. Accompanied by an implementation guide for counselors, 35,000 copies were distributed statewide to sophomore, junior and senior high school students. Montana also published a newsletter with supply/demand statistics for various professions in the state.

Nebraska

Nebraska implemented the National Career Development Guidelines at two sites within the state. A career booth at the annual state fair attracted 3,500 people who used computers to conduct career explorations. The Nebraska SOICC distributed 70,000 career tabloids to high schools and junior high schools across the state. Forty elementary schools participated in the NOICC satellite feed program, "Foundations for the Future."

Nevada

The Nevada SOICC expanded its CIDS into corrections institutions statewide, as well as the state library system, where it is now available at 12 sites. CIDS also have been made available in five state welfare offices where it is used throughout the intake, process and exit procedure. Project ATTEMPT (Apprentice Training Toward Employment Today) is a special task force that has been set up to provide an ongoing updated list of apprenticeship programs statewide. A high school brochure has been produced, and workshops are planned for PY 1991.

New Hampshire

The New Hampshire SOICC participated in the State Training Inventory project with several other New England states. A relationship with the Governor's Leadership Council helped set up a single database exchange system between job training, the state university system, and secondary and postsecondary educational institutions. In addition, the New Hampshire SOICC installed MICRO-LINK in all vocational rehabilitation and employment offices using a modified Illinois system. "Job Notes," the state's career tabloid, was distributed to more than 40,000 readers in high schools, employment service offices, vocational rehabilitation offices, JTPA facilities, and Health and Human Service centers.

New Mexico

New Mexico published "Look to the Future," a pamphlet for middle school students highlighting career and education choices; 5,000 were distributed statewide. "Prospects," a career tabloid for high school students and "Jobs For Graduates," a tabloid aimed at graduates of two- and four-year postsecondary institutions, that disclosed the hiring plans of major local employers were published in PY 1990. The SOICC sought and obtained funding for the New Mexico CIDS from the state legislature.

New York

The New York SOICC hosted the 14th Annual National SOICC Conference in

Albany, N.Y. "Workers and Workplaces: Diversity, Challenge, Excellence!" focused on the role of occupational and career information in meeting the challenge of the rapidly changing workforce and workplace. As part of the conference, the New York SOICC organized a series of workshops that focused on New York State. The SOICC also worked with other state agencies to organize the first career development conference in New York State, held following the National SOICC Conference.

North Carolina

The North Carolina SOICC increased OIS usage by distributing the system to 161 sites statewide and training 194 persons. Half-day career development workshops in eight school regions used the career tabloid and user's guide to lead a group of counselors and teachers through a group of activities that support National Career Development Guidelines competencies and initiatives. A career tabloid was distributed to students at state middle schools and high schools, as well as state agencies. The print run was 250,000 copies.

North Dakota

North Dakota's SOICC launched a project in PY 1990 that involved surveying the state's career tabloid users. They discovered that the tabloid had the greatest amount of usage (70 to 80 percent) in controlled situations with a teacher or guidance counselor. The survey also revealed that the tabloid was being used across all curriculum areas. Special half-day workshops were conducted for local administrators on how to use the Micro-OIS; North Dakota's Micro-OIS is now used in 70 sites statewide, especially by guidance counselors.

Oklahoma

Oklahoma's PY 1990 career tabloid introduced the first annual "Oklahoma Career Choices" Essay Contest. More than 680 essays were received from high school and junior high school students, and 70 were selected to receive Outstanding Achievement Certificates. The authors of three essays won United States savings bonds. The Oklahoma SOICC conducted two workshops to familiarize local school districts with the National Career Development Guidelines and to help implement them in their schools. Two thousand copies of a newly revised "Licensed Occupations of Oklahoma" were printed and distributed statewide to counselors, job developers, rehabilitation personnel, state agencies and others. The new edition features information on re-examination procedures, salary ranges, the employment outlook for Oklahoma, and descriptions and dates for licensing exams, as well as passing criteria.

Oregon

The Oregon SOICC developed three pamphlets to promote the use of volunteers in schools and agencies in support of the Career Information System. The pamphlets guide readers through the process of setting up volunteer programs and recruiting and training volunteers. The Oregon Automated Follow-up program tracks the labor market outcomes of vocational education and job training programs. In PY 1990, this program increased its database to include 14,000 community college students; 27,000 JTPA participants; 8,600 Employment Service clients; 5,000 Adult and Family Services clients; and 6,000 high school vocational education students.

Pennsylvania

The fifth annual edition of the "Pennsylvania Career Guide" was distributed to almost 600,000 readers through school guidance offices and employment and job training centers in PY 1990. The SOICC worked with the University of Pittsburgh on research that focused on "Linking the Unemployed to Growth Center Jobs In Allegheny." The study identified barriers to employment and proposed solutions to the problems, including the use of new approaches to match workers with jobs, building on transferable skills. In a joint initiative with *USA Today*, the Pennsylvania SOICC furnished classroom materials for 8,000 persons at 100 pilot sites to promote a program that links career planning with the development of reading and thinking skills. The SOICC conducted a survey of 2,400 employers and published its findings in "Pennsylvania Employers' Perceptions of Workers' Skills, Abilities and Attitudes," resulting in a strengthening of business-education partnerships throughout the state.

Rhode Island

The Rhode Island SOICC worked with a private vendor and counselors from five statewide agencies to evaluate the usefulness of the characteristics of a computer-based career information system designed to serve adults. The agencies' recommendations were incorporated and in exchange for their assistance, they were allowed to use the system free of charge. The SOICC also redesigned the Rhode Island OIS and expanded the types of data available. A new OIS program incorporated during the year permits users to scroll through reports and review them as needed, and a new salary survey module that includes wage data for OES occupations, as well as for the previously available DOT occupations, has been added.

The Rhode Island SOICC helped develop and pilot the State Training Inventory of education and training programs available in the Northeast states, and published an analysis of the results of a survey of work-based training entitled "Tapping the Shadow System of Education Through Employer Sponsored On-the-Job Training" and "An Inventory of Education and Training Programs."

South Carolina

In PY 1990, the South Carolina SOICC initiated an ongoing emphasis on reaching middle school students with information about career development. The SCOIS Jr. system was demonstrated in one test site and was featured in workshops elsewhere to encourage its use statewide. Through a new program, "Career Targets," career information materials were developed for middle school users and delivered to sites across the state. Two new "Profiles" videos were produced through the ACE Consortium. The South Carolina SOICC also interfaced with JTPA users at three different training sessions and at a statewide conference.

South Dakota

The South Dakota SOICC updated its CIDS with pop-up help menus and drop-down selection screens. As the result of a user survey, South Dakota issued a new *Occupational Outlook Handbook*, which included apprentices in supply estimates, listed descriptions of occupations, suggested high school courses, and added many more occupations to the index.

Texas

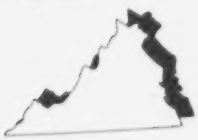
The Texas SOICC implemented the SOCRATES labor market information system, offering joint labor

market information planning between secondary and postsecondary educational institutions. PY 1990 also saw the completion of a CIDS evaluation project to choose a statewide system. The SOICC's first tabloid, "Career Success," was published in September 1991 with a print run of close to 100,000 copies. A 13-minute promotional videotape also was developed to accompany the tabloid, which promotes a toll-free hotline number allowing users to access the CIDS and SOICC publications.

Vermont

In PY 1990, the Vermont SOICC installed the OIS in state library computers and worked with three pilot projects in the area that helped vocational schools acquire and develop CIDS. One-stop counseling centers were initiated statewide in collaboration with state vocational rehabilitation staffers, JTPA personnel and the Vermont Student Assistance Corporation (VSAC). The Vermont SOICC also helped VSAC update its career information system to encourage adults to take advantage of postsecondary educational opportunities. PY 1990 also saw the development of Vermont's first career tabloid which was written by summer JTPA students and published in fall 1991.

Virginia

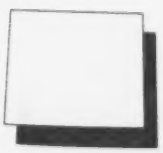


PY 1990 was the first year that the Virginia SOICC conducted ICDM workshops. The workshops were organized in seven locations and attracted more than 300 people. The year also saw the publication of "The Job Hunt," a career tabloid whose 30,000 copy run went out to graduating vocational education students. "The Career Hunt," the annual career tabloid, had a print run of 175,000 this year. The Virginia SOICC also is in the second stage of a study on adult education in Virginia. In the first phase, state employers were interviewed to establish their needs. The second stage addressed students; phase three will involve a survey of postsecondary schools.

Washington

The Washington SOICC collaborated with the state Board of Vocational Education to produce a career tabloid, "Plan For Tomorrow, Today," which was published in a magazine format. A search program for the OIS also was developed by career cluster to profile narrative information about job outlook and salaries. It was previewed at the Western SOICC Directors conference and distributed to everyone who participated. In PY 1990, the Washington SOICC implemented the National Career Development Guidelines by providing assistance to a dozen more state schools. Additional services were provided to the economically distressed community of Port Angeles. More than 100 school counselors participated in ICDM training along with employees of the state's Employment Security Department, who went on to train staffers in state Job Service Centers. For the CIDS, a school file was developed for all two- and four-year postsecondary institutions with information on tuition, off-campus housing, public transportation, grants, fees and athletic programs, intended primarily for high school students.

Wyoming



In PY 1990, Wyoming published its first career tabloid, the "Wyoming Career Explorer," and distributed 20,000 copies throughout the state. All high school juniors, as well as community college students and service people at military bases slated for closing, received copies. The "Wyoming Building Trades Index" used resource information from state building trades unions to create a summary of wages and benefits for building trade professions within the state.

Next Steps

Long Range Plan Development

NOICC will release a new long-range plan in PY 1991 that places greater emphasis on providing career information and career development products and services to adults through JTPA, Employment Services offices and other appropriate groups. The plan will call for an assessment of how NOICC/SOICC Network services and products are used, and what impact they have on planning and career exploration, and how to increase training for users in applications of NOICC/SOICC products and services.

The plan also will include a "clearinghouse" for communications on outstanding efforts, state-of-the-art products and systems, and best practices on the part of SOICCs and other interested parties, through the use of electronic bulletin boards and other appropriate means. An abbreviated version of the plan tailored to SOICC needs also will be developed to assist in the preparation of SOICC three-year plans as part of the Basic Assistance Grant process. Also, NOICC will explore development of a brochure version of the plan that can be used to communicate with a wider audience on the major direction in which NOICC and the Network are moving.

New Information Developments

Working with the U.S. Departments of Education and Agriculture, the Bureau of Labor Statistics, the Interstate Conference of Employment Security Agencies and other appropriate organizations, NOICC will explore approaches to developing improved information on all agriculturally related employment. This action is in response to a clear need for better information and better means for presenting it in order to facilitate planning in agribusiness and other agriculture-related training programs. NOICC anticipates developing guidelines for states in developing special reports tailored to the need of agricultural education and/or integrating the information into state Occupational Information Systems.

NOICC is planning an effort in PY 1991 to explore the feasibility and suitability of using wage records to monitor the progress of vocational education program participants. This would be an interagency effort involving both national and state agencies from Education, Labor and the National Center for Research in Vocational Education. This initiative stems from a growing interest over the last several years in exploring the use of unemployment insurance wage records and other administrative data to evaluate the effectiveness of employment-related training programs, and a directive to NOICC in the Carl Perkins Vocational and Applied Technology Education Act Amendments of 1990 to carry out a "demonstration program to monitor educational outcomes for vocational education using wage and other records."

OIS Assessment Project

A new project is planned to develop the tools for states to evaluate the use of their Occupational Information Systems. The OIS Assessment project will follow the development of the OIS Training package and be designed to help states assess the degree to which their OIS is being used, by whom and for what purposes. The goal will be to determine the current usefulness of the OIS and to identify ways to improve it. Potential improvements involve redesign of the OIS, and the addition of new modules and/or more effective modes of incorporating use of the OIS into the routine activities of human resources program planners and administrators.

Career Development Satellite Teleconference

A nationwide satellite teleconference for counselor educators is planned for the summer of 1992. The workshop will originate from Tulsa, Okla., at the 1992 National SOICC Conference, with workshop sites in each state. NOICC career development training programs and related products, including the National Career Development Guidelines, Improve Career Decision Making and Career Information Delivery System programs, will be integrated into the curricula to help counselors and human development specialists work more effectively with students and adults.

NOICC/ASCA Career Planning Portfolio

NOICC, the Maine SOICC and the American School Counselor Association (ASCA) will be working together on a project to develop a guide to career planning for students, incorporating NOICC's National Career Development Guidelines. It is anticipated that the Career Planning Portfolio program will be integrated into states' school guidance and counseling programs nationwide. The Career Planning Portfolio will include a career planner and technical manual cross-referenced to the National Career Development Guidelines through a series of activities. The portfolio will be designed as an individualized career decision-making packet that will accompany students from middle school through high school graduation. The development process will include review of the materials by a select group of guidance and career development experts, State Guidance Supervisors in selected states, state School Counselor Association chapters, and the Governing Board of the American School Counselor Association. The Career Planning Portfolio model then will be tested at a number of sites across the country.

Career Development Leadership Institute

NOICC and the U.S. Department of Education's Office of Vocational and Adult Education are cosponsoring a special Career Development Leadership Institute as a pre-session to the National Career Development Association's 1992 National Conference in San Antonio, Texas. The institute will continue efforts to build state teams that promote comprehensive career development programs and will encourage team building and regional networking among SOICCs, state directors of vocational education, state guidance specialists, counselor educators, CIDS staff and others.

Financial Report

NOICC's operations and grant programs are funded by the U.S. Departments of Labor and the Education. In Program Year 1990 — July 1, 1990 to June 30, 1991 — NOICC received $4.04 million from the Department of Labor, $4.9 million from the Department of Education, and $185,000 from the Department of Defense, for special initiatives. NOICC grants are awarded on the basis of program priorities, as well as need and availability of funds. NOICC supports state activities through two major grant programs:

1. **Basic Assistance Grants (BAGs),** which support SOICC operations, staff leadership, Occupational Information System implementation and training and other activities covered by the Job Training Partnership Act of 1982 and the Carl D. Perkins Vocational and Applied Technology Education Act Amendments of 1990.

2. **Special Purpose Grants,** which support specific projects that address the Network's national priorities. Special Purpose Grants are used primarily for developmental research, technical assistance in implementing Occupational Information Systems or Career Information Delivery Systems and special training efforts. The majority of these grants are awarded on a competitive basis.

NOICC Sources of Funding

(Figures in Thousands)

	1985	1986	1987	1988	1989	1990
DOL	3,157	3,037	4,195	4,035	4,508	4,044
ED	3,500	2,201	3,500	3,830	3,952	4,932
DOD	1,265	1,042		295	485	185
Total	**7,922**	**6,280**	**7,695**	**8,160**	**8,945**	**9,161**

NOICC Expenditures: State Activities

	1985	1986	1987	1988	1989	1990
SOICC BAGs	4,182	5,160	5,743	5,701	6,417	6,867
Career Information	143	220	482	96	88	114
ICDM	196	90	251	125		280
NCDG		100	237	310	326	353
OIS/ Coord. Comm./ Network Support	121	147	171	181	155	270
Crosswalk/ ESA Study/DOD Activities/NTSC	1,066	1,017	724	785	522	574
Total	**5,708**	**6,734**	**7,608**	**7,198**	**7,508**	**8,458**
Percent of Total Expenditures	**89.2**	**88.9**	**88.5**	**86.9**	**84.3**	**87.5**

NOICC Expenditures: Federal Activities

	1985	1986	1987	1988	1989	1990
Technical Assistance	10	85	121	120	307	176
NOICC Operations	680	753	863	961	1,092	1,033
Total	**690**	**838**	**984**	**1,081**	**1,399**	**1,209**
Percent of Total Expenditures	**10.8**	**11.1**	**11.5**	**13.1**	**15.7**	**12.5**

Total NOICC Expenditures

	1985	1986	1987	1988	1989	1990
Total NOICC Expenditures	**6,398**	**7,572**	**8,592**	**8,279**	**8,907**	**9,667**

NOICC Grants For State Activities: PY 1990

State	BAGs	Spec. Grants	Totals
Alabama	129,329		129,329
Alaska	106,251		106,251
American Samoa	84,136		84,136
Arizona	126,573		126,573
Arkansas	121,824		121,824
California	246,399		246,399
Colorado	127,665	40,000	167,665
Connecticut	132,828		132,828
Delaware	104,391		104,391
D.C.	103,305		103,305
Florida	171,583		171,583
Georgia	144,468		144,468
Guam	86,920		86,920
Hawaii	110,115		110,115
Idaho	113,819		113,819
Illinois	166,024		166,024
Indiana	138,739		138,739
Iowa	121,914	9,800	131,714
Kansas	146,968		146,968
Kentucky	132,449		132,449
Louisiana	133,638		133,638
Maine	111,185	26,000	137,185
Maryland	128,813		128,813
Massachusetts	131,338		131,338
Michigan	173,585		173,585
Minnesota	121,209		121,209
Mississippi	119,725		119,725
Missouri	139,197		139,197

State	BAGs	Spec. Grants	Totals
Montana	106,708		106,708
Nebraska	126,167		126,167
Nevada	109,114	29,995	139,109
New Hampshire	121,089		121,089
New Jersey	152,431	45,000	197,431
New Mexico	114,830		114,830
New York	192,495		192,495
North Carolina	153,399		153,399
North Dakota	105,074		105,074
N. Mariana Is.	76,200		76,200
Ohio	175,505		175,505
Oklahoma	127,379		127,379
Oregon	121,692	354,154	475,846
Pennsylvania	169,837	143,342	313,179
Puerto Rico	126,650		126,650
Rhode Island	108,951		108,951
South Carolina	182,037		182,037
South Dakota	105,505		105,505
Tennessee	133,472		133,472
Texas	215,054		215,054
Utah	129,080		129,080
Vermont	106,897		106,897
Virginia	147,642		147,642
Virgin Islands	34,593		34,593
Washington	148,582		148,582
West Virginia	126,714		126,714
Wisconsin	135,369	180,000	315,369
Wyoming	107,382		107,382

Note:

BAG column includes Basic Assistance Grant funding and supplemental funding for special projects. BAG funding is decreased to reflect carry-over from the previous year, where applicable. BAG figures may not reflect the total spending authority of the SOICC.

The special grant to Oregon is for the NOICC Training Support Center; the special grant to Pennsylvania is for the Economic Development and Employer Planning System; and the special grant to Wisconsin is for the revision of the Improve Career Decision Making curriculum package, all of which were awarded through a competitive process.

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OIS Delivery Systems, by State

State	Micro	Mainframe	Report	OES Base	OES Target Year	Higher Education	Substate Data
Alabama			●	1986	2000		
Alaska	●		●	1989	1994	●	●
American Samoa			●	1987	1988	●	
Arizona	●		●	1990	1995	●	●
Arkansas			●	1988	2000		
California			●	1987	2000		●
Colorado	●		●	1990	1995	●	●
Connecticut	●		●	1986	1995	●	●
Delaware	●		●	1987	2000	●	●
D.C.			●	1986	2000		
Florida	●	●	●	1987	2000		●
Georgia	●		●	1990	2000	●	●
Guam	●		●	1980	1988	●	
Hawaii	●		●	1988	1993	●	●
Idaho	●			1987	2000		
Illinois	●		●	1986	2000	●	●
Indiana	●		●	1984	1995		●
Iowa	●		●	1990	1996	●	●
Kansas			●	1986	1995	●	●
Kentucky	●		●	1987	2000	●	●
Louisiana	●		●	1986	1995	●	●
Maine	●			1988	2000	●	●
Maryland	●			1986	2000		
Massachusetts			●	1984	1995		●
Michigan		●		1985	1995		●
Minnesota	●		●	1989	1996		●
Mississippi	●	●	●	1988	2000		●
Missouri	●		●	1986	2000	●	●
Montana	●		●	1986	1995	●	
Nebraska	●		●	1986	1991	●	●
Nevada				1989	1994		●
New Hampshire	●		●	1985	1997	●	●
New Jersey	●		●	1988	2000	●	●
New Mexico			●	1985	1995		●
New York	●		●	1990	1992	●	●
North Carolina	●			1987	1995	●	●
North Dakota	●		●	1985	1995		
N. Mariana Is.							
Ohio	●	●	●	1988	2000	●	●
Oklahoma	●		●	1986	1992	●	
Oregon	●	●	●	1988	1996	●	●
Pennsylvania	●		●	1984	1995	●	●
Puerto Rico			●	1989	2000	●	
Rhode Island	●		●	1985	1995	●	
South Carolina			●	1986	2000		●
South Dakota	●			1987	2000	●	
Tennessee	●		●	1985	1995		●
Texas	●		●	1985	1995	●	●
Utah	●		●	1990	1995	●	●
Vermont	●		●	1987	2000	●	●
Virginia			●	1984	1995	●	●
Virgin Islands			●			●	
Washington	●		●	1988	1993	●	●
West Virginia	●		●	1988	2000	●	
Wisconsin	●		●	1986	2000	●	
Wyoming	●		●	1986	1989	●	●

Statewide, Computer-based Career Information Delivery Systems

	Media used to Deliver Information								Number of Sites
	Search				Database				
Alabama	m				m				535
Alaska	m	mc	ns		m			p	158
American Samoa			ns				f	p	13
Arizona	m	mc			m	mc			204
Arkansas		mc		p			f		609
Colorado	m	mc		p	m			p	164
Delaware	m				m				22
D.C.	m				m				28
Florida		mc		p			f	p	875
Georgia	m	mc	ns		m	mc		p	360
Hawaii	m		ns		m			p	158
Idaho		mc	ns			mc		p	227
Illinois	m	mc	ns		m	mc		p	573
Indiana		mc				mc			146
Iowa		mc				mc		p	27
Kansas		mc				mc			268
Kentucky		mc				mc			399
Louisiana	m	mc			m	mc			59
Maine		mc				mc			223
Maryland	m	mc			m	mc	f		214
Michigan	m	mc		p	m	mc	f		2469
Minnesota		mc				mc		p	300
Mississippi		mc				mc			61
Missouri		mc		p		mc	f		1741
Montana		mc	ns			mc		p	70
Nebraska		mc	ns	p		mc		p	216
Nevada		mc				mc		p	151
New Jersey	m				m				160
New Mexico	m	mc			m	mc			55
North Carolina		mc						p	272
North Dakota		mc				mc			99
Ohio	m	mc			m	mc			1064
Oklahoma	mc			p		mc	f	p	512
Oregon	m	mc	ns		m	mc		p	426
Pennsylvania		mc				mc			233
Puerto Rico		mc				mc			78
Rhode Island		mc				mc			37
South Carolina	m	mc			m	mc			390
South Dakota		mc				mc			315
Tennessee		mc				mc	f		462
Texas	m	mc			m	mc			272
Utah	m	mc		p	m	mc		p	177
Vermont		mc				mc			42
Virginia		mc		p			f		2021
Washington	m	mc	ns		m	mc		p	434
Wisconsin		mc	ns			mc		p	635
Wyoming		mc				mc			134

Key & Number of States/Search Delivery Media

m	—	mainframe computer	20
mc	—	microcomputer	41
ns	—	needlesort	11
p	—	paper/scan	9

Number of States/Database Delivery Media

m	—	20	f	—	9
mc	—	35	p	—	19

(f — microfiche)

Note: Career information is available in virtually all states through a variety of public and commercial resources, including computer-based systems. Forty-seven states/territories that have SOICC-recognized computer-based CIDS are listed in this table. Of the nine not listed —

1) In California, Connecticut and New York several large computerized CIDS, both public and commercial, are in operation, but the SOICC has not designated any as the official statewide CIDS.
2) Six states/territories did not have a computer-based statewide system in operation as of June 1991: Guam, Massachusetts, New Hampshire, Northern Mariana Islands, West Virginia and the Virgin Islands.

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NOICC Conferences & Training Programs

Improve Career Decision Making Train-the-Trainers Workshop
1991 Minneapolis, Minn.
1990 St. Petersburg, Fla.
1989 Albuquerque, N.M.

National Career Development Guidelines: Training for State Implementation
1989 Orlando, Fla.
1989 King of Prussia, Pa.
1988 Oklahoma City, Okla.
1988 Portland, Ore.

National Career Development Guidelines: Training Cadre Workshop
1989 Minneapolis, Minn.

National Career Development Guidelines: Training for Local Demonstration Models
1988 Bismarck, N.D.
1988 Starkville, Miss.
1988 Sacramento, Calif.
1988 Harrisburg, Pa.

National Career Development Guidelines: Regional Conferences & Training
1989 Wilmington, Del.
1989 Charlotte, N.C.
1989 Denver, Colo.

Counselor Educators Resource Group
1990 Washington, D.C.

NOICC Cosponsored Conferences:

Apprenticeship Conferences
1990 Pacific/Western Conference
Portland, Ore.
1989 Southeastern Conference
Montgomery, Ala.

NOICC/OVAE/NCDA Career Development Preconference Workshop
1990 Scottsdale, Ariz.

Mid-Atlantic Conference on Networking for Career Development
1990 Baltimore, Md.
1989 Wilmington, Del.

International Teleconference on Technology and Career Development
1989 Tallahassee, Fla.

Autocon 89 (Automation Conference 1989)
1989 Chicago, Ill.

A More Productive Workforce: Challenge for Postsecondary Education and its Partners
1989 Little Rock, Ark.

Workers & Work in the 21st Century: Networking for Career Planning/ Mid-Atlantic Regional Conference
1989 King of Prussia, Pa.

Regional Meeting of NE State Councils and State Directors of Vocational Education, JTPA Directors and SOICCs
1989 Portsmouth, N.H.

National Career Development Association
1990 Scottsdale, Ariz.
1988 Orlando, Fla.

National Governors' Association: Building Information Partnerships
1990 Anchorage, Alaska

Industry/Occupational Projections Workshops
1991 St. Petersburg, Fla.
1991 San Diego, Calif.
1989 Atlanta, Ga.
1988 Sparks, Nev.
1987 San Antonio, Texas
1986 Raleigh, N.C.
1986 Carson City, Nev.

National SOICC Conferences
1991 Albany, N.Y.
1990 Snowbird, Utah
1989 Albuquerque, N.M.
1988 Charleston, S.C.
1987 Portland, Ore.
1986 Portland, Maine
1985 Denver, Colo.
1984 Lexington, Ky.
1983 Seattle, Wash.
1982 Huntsville, Ala.
1981 Reno, Nev.
1980 Arlington, Va.
1979 Biloxi, Miss.
1978 Denver, Colo.

National OIS Technical Conferences
1989 St. Louis, Mo.
1986 Kansas City, Mo.
1984 St. Louis, Mo.
1983 St. Louis, Mo.
1982 Portland, Maine

National CIDS Conferences
1985 Atlanta, Ga.
1984 Charleston, S.C.
1983 St. Louis, Mo.

1981 *CIDS Technology*
Columbus, Ohio

1980 *CIDS Management*
San Antonio, Texas

CIDS Marketing & Funding
3 Regional Meetings

CIDS Information Development
New Orleans, La.

Career Information for Handicapped Individuals
1979 San Antonio, Texas

Using LMI in Program Planning
1985 National Workshop
Miami, Fla.

Using LMI in Human Resource Program Planning
1984 Ventura, Calif.
Detroit, Mich.
Providence, R.I.
Washington, D.C.

Regional Conferences with Office of Vocational and Adult Education
(U.S. Department of Education)
1982 San Diego, Calif.
Chicago, Ill.
Atlanta, Ga.

Other NOICC Conferences

1978-1983 *Spring Symposia for Federal Agencies* (held annually for six years)

1978-1981 *National EIC Conferences* (sponsored annually for three years with National Center for Educational Brokering)

SOICC Organizational Workshops
1977 Atlanta, Ga.
Kansas City, Mo.
Seattle, Wash.

NOICC Publications, Reports & Products

NOICC Computer Software Systems

State Training Inventory (STI), planned release 1992

Economic Development and Employer Planning System (EDEPS), planned release 1992

Civilian Training Inventory (CIVTRAIN), 1991

Civilian Occupational & Labor Market Information System (COLMIS), 1991

Micro-Crosswalk System, 1990

Micro-OIS, 1984

NOICC Career Development Teleconferences

Foundations for the Future: An Introduction to Career Development at the Elementary Level, 1991

Designing the Future: An Introduction to Career Development at the High School Level, 1990

NOICC Training Videos

Foundations for the Future: An Introduction to Career Development at the Elementary Level, 1991

Designing the Future: An Introduction to Career Development at the High School Level, 1991

NOICC Publications

Improved Career Decision Making in a Changing World: Participants Guide, 1991

Improved Career Decision Making in a Changing World: Trainers Manual, 1991

NOICC Occasional Papers Series

1. *Occupational Information and International Development: Improving HRD Diagnostics*, 1990
2. *An Appraisal of NOICC/SOICC Needs from the 1990 Decennial Census*, 1991
3. *The National Career Development Guidelines: Progress and Possibilities*, 1991

Industry/Occupation Projections Handbook, 1991

Regression Analysis Primer, Pre-Training Work-Book, 1991

SOICC Career Tabloids: What Works!, 1990

National Career Development Guidelines Local Handbooks: Elementary Schools, Middle/Junior High Schools, High Schools, Postsecondary Institutions, Community and Business Organizations, 1989

National Career Development Guidelines State Resource Handbook, 1989

National Career Development Guidelines Trainer's Manual, 1989

Directory of Counselor Education Courses Covering Career, Occupational and Labor Market Information Concepts, 1988

SOC Career Profiles, 1985

SOICC Director's Guide, 1985

A Guide to Using the National Units of Analysis, 1984

An Introduction to Using An Occupational Information System: A Reference for Program Planning, 1983*

Guide to Forming Units of Analysis, 1982*

A Review of State Level Labor Supply/Demand Analysis for Program Planning and Career Decision Making: Technical Issues in Relating and Presenting Supply/Demand Data, 1982*

Vocational Preparation and Occupations, Third Edition, 1982*

*Occupational Information System Handbook, Volume 1: Occupational Information Development****

Volume 2: Occupational Information Analysis, Presentation and Delivery, 1981***

Feasibility Study for a Project on Improvement of Occupational Information, 1979

Framework for Developing an Occupational Information System, 1979

NOICC-Related Activities: Review of Federal Programs, 1979*

NOICC Administrative Reports Series:

1. *Analysis of the SOICC's Annual Basic Assistance Grant Modifications and Program Plans*, 1980*
2. *Annual Summary of State Occupational Information Coordinating Committee Activities in Fiscal Year 1979*, 1980*
3. *Status of Occupational Supply and Demand Information*, 1980*
4. *A Review of Employer Forecasting Methods and Data**
5. *Status of the NOICC/SOICC Network*, September 30, 1980*
6. *Status of the NOICC/SOICC Network*, September 30, 1981*
7. *Status of the NOICC/SOICC Network*, September 30, 1982*
8. *An Introduction to Using an Occupational Information System*, 1983*
9. *Status of the NOICC/SOICC Network*, September 30, 1983*
10. *Status of Statewide Career Information Delivery Systems*, September 1984
11. *Status of the NOICC/SOICC Network*, June 30, 1985*
12. *Status of the NOICC/SOICC Network*, June 30, 1986*
13. *Status of the NOICC/SOICC Network*, June 30, 1987*
14. *Status of the NOICC/SOICC Network*, June 30, 1988
15. *Status of the NOICC/SOICC Network*, June 30, 1989
16. *Status of the NOICC/SOICC Network*, June 30, 1990

NOICC Sponsored Publications

National Survey of Working America, 1990

Working in America: A Status Report on Planning and Problems, 1989

Cracking the Labor Market for Human Resource Planning, 1986**

Career Information in the Classroom: Workshop Guide for Infusing the Occupational Outlook Handbook, 1985

Micro-OIS dBASE III Conversion Manual, 1985

Using Labor Market and Occupational Information in Human Resource Program Planning, 1985*

A Directory of Counselor Education Courses Covering Career, Occupational and Labor Market Information Concepts, 1984

OIS Microcomputer User's Guide, 1984

OIS Microcomputer Documentation, 1984

Occupational Employment Data in Agriculture, 1983*

Occupational Area-specific Staffing Information System (OASIS): Users Manual, Operations Manual, Systems Manual, 1982*

Alternative Methods for Collecting Follow-up Information About Secondary Vocational Education Students, 1982*

Analysis of State Experiences in Financing Statewide CIDS, 1982*

Career Information Delivery for Handicapped Individuals, 1981*

Data Needs and Uses in the Context of an OIS: Review of Literature, 1981*

Estimating Occupational Supply Information from Federal Reports: Issues and Concerns, 1981*

Issues Related to Collection of Occupational Employment Data in Agriculture, 1981*

Occupational Information and Vocational Education: A Concept Paper, 1981*

Occupational Information Needs at the Federal Level, 1981*

OIS and the Employment Security System: A Need and Resources Assessment, 1981*

OIS and Vocational Rehabilitation: A Concept Paper, 1981*

Role of an OIS in Career Guidance and Counseling, 1981*

The Feasibility of Collecting Labor Market Supply Data from Existing Records, 1981*

Occupational Information Needs for CETA Prime Sponsors, 1981*

Systematic Approach to Improving the Training Process in CIDS, 1981*

Occupational Information Needs at the State Level: An Empirical Study, 1981*

National Student Follow-up Workshop: A Background Paper, 1981*

Continued Federal Role in Financing and Supporting Statewide CIDS, 1981*

BLS-Alternative Estimating Methods for Sub-state Area Occupational Employment, 1981*

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* No longer available

** Available from the National Governors' Association

*** Available from U.S. Government Printing Office

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NOICC Enabling Legislation

The National Occupational Information Coordinating Committee and the State Occupational Information Coordinating Committees were established by the Vocational Education Amendments of 1976. Subsequent legislation reinforced and expanded the primary mission and objectives of the National and State committees, including the Career Education Incentive Act of 1977; the Youth Employment and Demonstration Projects Act of 1977; the Comprehensive Employment and Training Act Amendments of 1978; the Job Training Partnership Act of 1982; the Carl D. Perkins Vocational Education Act of 1984; and the Carl D. Perkins Vocational and Applied Technology Education Act Amendments of 1990.

Job Training Partnership Act of 1982

NOICC shall "...give special attention to the labor market information needs of youth and adults, including activities such as...assisting and encouraging the development of state occupational information systems, including career information delivery systems...encouraging programs providing career information, counseling, and employment services for postsecondary youth....provide training and technical assistance... in the development, maintenance, and use of occupational supply and demand information systems...conduct research and demonstration projects designed to improve any aspect of occupational and career information systems...."

Carl D. Perkins Vocational and Applied Technology Education Act Amendments of 1990

NOICC shall "...provide funds, on an annual basis, to State Occupational Information Coordinating Committees and...improve coordination and communication among administrators and planners of programs authorized by the Act and by the Job Training Partnership Act, employment security agency administrators, research personnel, and personnel of employment and training planning and administering agencies...develop and implement...an occupational information system to meet the common occupational information needs of vocational education programs and employment and training programs at the national, state and local levels...conduct studies to improve the quality and delivery of occupational information systems to assist economic development activities and examine the effects of technological change on new and existing occupational areas and the required changes in knowledge and job skills; continue training, technical assistance activities to support comprehensive career guidance and vocational counseling...(especially in areas of career information delivery and use)...and assist State Occupational Information Coordinating Committees...(to) implement an occupational information system in the State...and use the occupational information system to implement a career information delivery system."